

Journal of African Foreign Affairs (JoAFA)

ISSN 2056-5658 (Online) ISSN 2056-564X (Print)

- Indexed at: EBSCO, ProQuest, J-Gate, JSTOR and Sabinet
- Accredited by IBSS

Volume 6, Number 2, December 2019

pp 65-85

Analysis of Ramifications of Migration and Xenophobia in Africa: Review of Economic Potentials, Skills of Migrants and related Policies in South Africa

Ogujiuba Kanayo¹

School of Development Studies

University of Mpumalanga

South Africa

Patience Anjofui

Institute for Social Development

University of the Western Cape

South Africa

&

Nancy Stiegler

Department of Statistics and Population Studies

University of the Western Cape

South Africa

.....

Abstract

Globalization, economic difficulties, rising ethnic and cultural diversity are the inevitable results of immigration. Budding immigration indicates that a growing

¹ Ogujiuba Kanayo is affiliated with the Department of Statistics and Population Studies, at the University of the Western Cape, as a Senior Research Fellow.

number of countries are becoming more multi-ethnic, and challenged with accommodating persons of diverse beliefs, races, creeds, and languages. Nonetheless, the 2030 Agenda for Development that is Sustainable identifies transcontinental immigration as a multi-faceted reality of vital significance and allows for the progression of nation-states of origin, transit, and destination. Despite the indication that migrants can provide support in developing the host country as evidenced by Europe, USA, and Australia amongst others, there are still doubts if immigrants are adding to South Africa's economic vitality, thereby fuelling negative sentiments and xenophobic attacks from host indigenes. The belief in a hierarchical world by host communities raises challenges and complications and this is entrenched in competition over limited resources. Furthermore, the perception by host countries that foreigners only take advantage of the labor market and welfare services without contributing to the country influences policies and public attitude towards them. This paper reviews contemporary economic issues from an integration paradigm, and the approach taken was a desktop method and content analysis for the discussion and analysis. The analysis shows the inability of some businesses and specialized councils to differentiate between the Refugee Act and the Immigration Act. Moreover, this contributes to the restrictive dynamics that asylum seekers and refugees face when seeking employment opportunities. These challenges also affect refugees with refugee status and refugee ID's. This article posits, that to encourage reverence for diversity and multiculturalism, combating adverse labels and half-truths concerning foreigners, there is a need for an explicit and detailed policy and tactics addressing migration, discrimination, and assimilation by the South African government. In addition to this, it is imperative that the policy framework must have an unambiguous description of duties for the application of its constituent aspects as related to trade unions, employers, government entities and other organizations.

Keywords: *Cohesion, Migration, Racism, Xenophobia*

Introduction

Human mobility has increased over time, and statistics suggest that one out of 50 persons is either a migratory worker, settler, refugee, or sanctuary seeker residing in another country. In addition, new estimations by the United Nations and the International Organisation for Migration indicate that about 150 million persons reside temporarily or perpetually outside their home countries and this is 2.5 percent of the world's total population (International Labour Organization (ILO), International Organization for Migration (IOM), & The Office of the United Nations High Commissioner for Human Rights (OHCHR),

2001). A majority of them, about 85-95 million, are allegedly likely to be migrant workers and family members, whereas about 13 million are refugees outside their home countries. These statistics omit more than 19 million internally displaced persons forced by circumstances within their home countries as well as other internal migrants in millions, mostly from the countryside to city, in other nations around the world (ILO, IOM, & OHCHR, 2001). The budding ethnic and racial diversity of cultures in addition to globalization and economic downturns in most parts of the globe are unavoidable reasons for immigration. Growing migration indicates that several countries have become increasingly multi-dimensional and vulnerable with the difficulties of accommodating persons of diverse philosophies, races, creeds, and languages. Resolving the realism of augmented diversity means seeking partisan, lawful, and socioeconomic mechanisms to guarantee shared respect and to arbitrate relations across differences. However, nationalism and discrimination have become obvious in some countries in both Europe and Africa, which have received considerable numbers of immigrants, as asylum-seekers or workers. In some of these societies, the immigrants have become the targets in internal disagreements about national identity. Nevertheless, in the last decade, the advent of new nation-states has often been accompanied by ethnic segregation. Xenophobia, which continues to occur in different parts of the world, promotes social exclusion. Moreover, it is strongly associated with a belief in a hierarchical world order, where nationals see their home countries as superior to other countries. This is seen as “a multidimensional and multi-causal phenomenon... intricately tied to notions of nationalism and ethnocentrism and is often associated with times of economic and political instability” (Yakushko, 2009, pp. 44-45). Yakushko explains that bias treatment towards immigrants can have psychological and emotional effects on them. Previous research on the integrated theory of bias, philosophies of group conflict, social orders and its justification demonstrates that crime induced xenophobia and nationalism is rooted in the struggle over access to restricted resources (Yakushko, 2009). Nonetheless, according to Rasool Botha, and Bisschoff (2012) migrants have made tremendous contributions to building most of the large economies in the world today like; Canada, the USA, Australia, and Singapore.

These countries are leaders in economic development with incredible economic and cultural development. Statistical evidence from OECD (2013) shows that, over the past ten years in Europe and the United States, immigrants have played a significant role in building the

economies of these countries by representing a 47% increase in the United States and 70% of the workforce in Europe (OECD, 2013). These figures represent about a quarter of entries into the most strongly declining jobs in Europe (44%) and (28%) in the United States. Similarly, (Merler, 2017) asserts that migrants have a potentially significant impact on the host countries' economic wellbeing by raising labor productivity and increasing their GDP. Both low and high skilled migrants support and grow the existing skills of the population. An increase of 1% on the part of migrants within the adult population can increase the GDP per capita by 2 percent points in the long run (Merler, 2017). South Africa, amongst other African countries, has always been a migrant-receiving country. In the 17th and 18th century, international migration to South Africa (SA) increased and there was an influx of European immigrants into South Africa (Rasool, Botha, & Bisschoff, 2012). These Europeans were attracted by the land and the mineral resources of the country. They benefited heftily and gained new markets for their businesses and this aided them in establishing colonial rule (Crush, Williams, & Peberdy, 2005). As industrialization increased with the growing rate of the mining industry, there was also an increasing demand for labor to feed the economic growth and the country's developmental trajectory. South Africa was recognized as "a country of immigration" because of the influx of these foreigners (Rasool et al., 2012). At the height of its economic growth, South Africa's indigenous labor was not enough to meet the growing demand for cheap labor, which resulted in the recruitment of labor from neighbouring countries like Mozambique, Botswana, Namibia, Lesotho, Zimbabwe, and Swaziland and these countries acted as reservoirs for low-cost contract labor. This opened the door for an influx of African migrants into South Africa. By the late 20th century, African migrants replaced the European migrants (Rasool et al., 2012). This influx was exacerbated by the return of South Africa to democracy in 1994. Furthermore, this brought the country into a new era of political stability and improved development. This attracted foreign nationals from neighbouring countries within the Southern African Region and the rest of Africa and Asia to explore new opportunities (Crush, Williams, & Peberdy, 2005). It can be seen that present day, South Africa has a significant number of both International and cross border migrants who migrate into the country to seek employment opportunities, education and in some cases, they offer cheap labor (Bisrat, 2014).

Today, South Africa is known as the "new hub of Africa" (Bisrat, 2014; Sagatti, 2011). Nevertheless, in the 1990s, not so much attention

was given to migrants in South Africa. It was only ten years after the first democratic elections that the ANC government implemented the first post-apartheid immigration bill. Some scholars refer to this period as a “lost decade” for the country as far as immigration policy was concerned because of the lack of attention given to immigration matters from the government (Crush & Dodson, 2007). This negligence could be one of the reasons for the challenges foreigners are facing in South Africa today. Moreover, cultivating an interconnected cohesive environment is a vital policy goal, although little progress has been made in trying to measure the trajectory in this domain over time (Burns, Hull, Lefko-Everett, & Njozela, 2018). Furthermore, the growing perception that migrants come into host countries only to take advantage of the labor market and welfare services without contributing to the society might influence policies and public attitude towards migrants (Andrew, 2015; Trielkowski, Tumanyan, & Kalyugina, 2016). South Africa has been labelled the most hostile nation in the world when it comes to its treatment of refugees and migrants. This is mostly influenced by the common belief by South Africans that foreign nationals have come to steal their jobs and thus making attaining employment more difficult for them (Adjai, 2010; DHA, 2016; Shee 2008). Other authors associate this to several historical, socioeconomic, and political factors (Abel, 2017; Chingwete, 2015; Forley, 2018; Schippers, 2015).

According to the ISPOS Global Views on Migration Report, 65% of South Africans acknowledged that there are a lot of migrants in South Africa. Over half of them are bothered by foreigners’ impact on their jobs, and many see migrants as an economic liability which is a burden to their government as they spend lots of money to provide public services for them. Statistics from this report show that more than 60% of respondents indicated that they were concerned about the pressure foreigners are placing on their government through the provision of public services (Forley, 2018). This fairly explains why xenophobic attacks often occur around the beginning of a financial year, when most low-income nationals are under huge financial and work-related pressures. With over a quarter of South Africans presently unemployed, the possibility of allowing foreigners into the country and further growing the competition for jobs is justifiably daunting. This same concern applies to the present housing crisis, which many South African continue to facing (Forley, 2018). This paper adopts a desktop method and content analysis in appraising contemporary issues on xenophobia and migration in South Africa.

Issues in Context

The mean age of an international African migrant is about 30 years, for whom there are narrow economic prospects in his/her country. This situation becomes a substantial impetus for migration, forcing emigrants to seek economic opportunities in other nations within and outside Africa. Researchers are of the view that country-specific policy frameworks will address fundamental integration concerns that deter the movement of extremely skilled immigrants in host countries' labor markets, such as the acknowledgment of skills and academic training. However, the absence of equivalent measures and visas and work permits aimed at skilled and semi-skilled migrants restricts their movement within the host country labor market. South Africa is a country with high inequality, growing unemployment, continuous racial inequalities that have influenced the government within the national policy agenda to recently focus on measures to expand social cohesion (Burns et al., 2018). From 2003 – 2013 studies showed that less than a third of South Africans often or always communicated or socialized with someone from a different racial group. The trend of communication and socialization is interracial, and there has been no improvement in recent years (David, Guilbert, Leibbrandt, Potgieter, & Hino, 2018). In addition, this shows that foreigners as outsiders face even greater challenges. Crush and Frayne (2010) explain that most immigration policies focus mostly on sovereignty concerns around administration, law enforcement, and border regulation, not recognizing the value of immigrants to, national, regional and local development. Nonetheless, the state and its citizens generally view immigrants as a risk to their socioeconomic interest, irrespective of the policy's commitment to protect and support foreigners; also, the restrictive nature of the policy makes it difficult for them to cope. These restrictions in the immigration policies continue to make things difficult for foreigners because they are viewed as threats to the socio-economic advancement of their hosts. South Africa ties social cohesion to its broader nation-building project that has been part of the major symbolic interventions of the post-apartheid government (Sayed, Badroodien, McDonald, Balie, De Kock, Garisch, Hanaya, Salmon, Sirkhotte-Kriel, Gaston, & Foulds, 2015).

Despite the government's determination to address this issue, the concept has been used negatively by some South Africans as seen in the violence demonstrated in the name of freedom, love, and protection for the nation. Violence against foreigners, according to Palmary (2015), is an act of social cohesion with negative effects. Some government

departments have not been helping matters as migration departments boldly tell migrants that they have very limited rights although South Africa has got freedom claiming that freedom is not for foreigners but limited only to South Africans (Palmary, 2015). Xenophobia in South Africa is most common around townships and informal settlements. These attacks are committed by citizens, fuelled by different types of accusations, mainly targeting foreigners from other African countries. Perpetrators often claim that foreigners are encouraging activities that make their communities less safe for instance; they claim that foreigners sell drugs, increase the crime rate, and facilitate prostitution just to name a few (Adjai, 2010; DHA, 2016; Hamilton & Bax, 2018; Shee, 2008). These attacks are generally instigated by poor service delivery, criminal incidents between a foreigner and a national, where for instance a local is battered or killed; or political opportunism, where politicians use xenophobia as a strategy to support their campaigns (Hamilton & Bax, 2018). These attacks have caused many foreigners to live in fear of the unknown in South Africa. Even though South Africa is widely known for its progressive and inclusive Constitution, which provides basic rights for all those who live in it, these rights are poorly instituted not only for migrants but also for millions of citizens. These citizens continue living in poverty, suffer from inadequate housing, poor access to basic services like basic education, amongst others (Hamilton & Bax, 2018). As for foreigners, the main challenges include; access to proper documentation, access to health care, and police services.

Social Cohesion and Xenophobia

Literature shows that there is a broad-spectrum agreement that social cohesion effects social and economic development. This implies that countries with negative social cohesion do not benefit from the social and economic advantages that come with promoting social cohesion. Even though South Africa has a history of migration, some South African citizens have not always welcomed immigrants. This has led to widespread anti-immigrant sentiments across the country, creating negative perceptions from the public and service providers in the country (Chingwete, 2015, 2016; Schippers, 2015). Most South Africans, the government and Home Affairs officials see immigrants as a threat to their jobs, transporters of diseases, corrupt people, a risk to human security and the territorial borders, perpetrators of crime through the selling of drugs and prostitution, just to name a few (Amit & Kriger, 2014; DHA, 2016). This has prompted negative responses from both

government and the local communities for instance; competition over scarce opportunities with local nationals has led to several xenophobic attacks (Bisrat, 2014; Boynton, 2015; Mbetga, 2014). In the context of South Africa, social cohesion is closely associated with the concept of “Ubuntu” (Burns et al., 2018). The “Ubuntu” is part of the African culture that welcomes much of African values and social thinking as an alternative to the integration policy that has also been adopted by other African countries (Buqa, 2015). Perhaps, this could be the reason why South Africa does not have a specific policy to support the integration of foreigners, seeing that the society already has a system that welcomes people from different races, cultures, creeds, gender, and status. Desmond Tutu coined the term “Ubuntu” after the apartheid demise at the rebirth of a new democratic South Africa. The philosophy was intended to create an environment that supports the integration of people in South Africa society and their participation in rebuilding the society. “Ubuntu” is an African concept characterized by generosity, participation, hospitality, compassion, caring, and sharing. It promotes the ideology that it is inappropriate to mistreat others based on race, culture, creed, gender, or statuses. “Ubuntu” requires respect for human dignity regardless of where we come from (Buqa, 2015). Nevertheless, this concept, which is closely linked to social cohesion, seems to be a fallacy for most migrants living in South Africa due to attitudes from the host population and restrictive migration policy. Some scholars see the continuation of the Alien Control Act of 1991 after 1994 as a reflection of the apartheid migration policy in disguise, which to some extent influences anti-immigrant feelings towards foreigners leading to several xenophobic attacks (Boynton, 2015; Landau & Segatti, 2009). According to Möser (2016), there are striking similarities between the immigration policy and policies employed under the old regime. He further states that this policy, which continues to remain very restrictive, has not been favourable to most African immigrants as well as refugees (Möser, 2016).

After the 1994 democratic elections in South Africa, the country became attractive to migrants mainly from other parts of Africa. Although there are no recent statistics on the number of foreign nationals residing in South Africa, statistics from the 2011 Census data state that the population is between 1.7 million and 1.86 million people. Data from the International Organization for Migration shows that the number of migrants has grown from 2% of the population in 2011 to over 5.5% in 2015 (Department of Home Affairs, 2016). The influx of migrants into South Africa has led to a different form of resistance from the host population, as they see foreign nationals as people that have

come to take advantage of their jobs and opportunities (Amit & Kriger, 2014; DHA, 2016). Their unwelcoming attitude towards foreigners has affected their integration having diverse socio-economic effects on foreigners and the host country. In a study by Gebre, Maharaj, and Pillay (2011), Ethiopian migrants in Durban lived in isolation because of the stigma and discrimination from the local communities. Even though migrants can provide substantial support in developing the host country, there are still doubts if immigrants are adding to South Africa's economic vitality. According to Eisenburg (2017), applying for a work permit has become more complicated. Those applying for a general work visa permit find it difficult to obtain labor certificates from the Labour Department, and this hinders many foreigners from obtaining employment. These are migrants with skills and eligible for employment that can make huge contributions to growing the economy yet are constrained by some barriers in the regulation. Foreigners continue to experience negative sentiments in South Africa daily and have been victimized by xenophobic attacks (Davis, 2017). This has led to exclusion and segregation among foreign nationals living in South Africa. According to the International Organization for Migration (2013), foreigners are now victims of the government's failure to address problems as many South African are still living in poverty and to deal with this insecurity, some South Africans transfer their frustrations on foreigners. According to Hamilton and Bax (2018), the absence of a clear, holistic policy for the integration of foreign nationals in South Africa has made things even more challenging for foreigners. Lack of proper preparation by receiving communities makes them resistant towards foreigners which leads to discrimination and attacks on foreigners. Ekanade and Molapo (2017), in their study of Ethiopian migrants in Durban, shows that foreigners, especially Zimbabweans, were targeted, harassed, and discriminated against by nationals.

Labor Market

Statistics from the 2008 Human Resource Sciences Resource Council show that South Africa has been listed as one of the countries with the highest negative perceptions of foreign workers in the world (Hamilton & Bax, 2018). This is influenced by the negative perceptions of foreigners. Despite this difficulty, the positive contributions of migrants to economic growth and development continues to attract global attention. The 2030 Agenda for Sustainable Development recognizes that intercontinental migration is a multi-faceted realism of vital significance

for the growth of nations of origin, transit, and destination, which requires clear and ample responses (United Nations, 2017). However, international cooperation has emphasized the need to ensure safety, orderly, and regular migration involving full respect for human rights and the benevolent treatment of immigrants (United Nations, 2017). The above standards are nevertheless, not the reality for most migrants in South Africa. Receiving appropriate credentials is still a big task for immigrants in South Africa. Migrants with both practical and specialized talents are unable to get permits to legalize their stay in the country. Others who managed to get permits still cannot find decent jobs. Nonetheless, finding employment particularly for refugees, and asylum seekers, has not been easy. Kavuro (2015) opines that the challenges immigrants face ranges from bias treatments, legal and procedural barriers that prevent them from accessing the labor market. Besides, the inability of some establishments and professional councils to distinguish between the Immigration Act and Refugee Act, contribute to the restrictive dynamics that asylum seekers and refugees face when seeking employment opportunities (Kavuro, 2015). These challenges can also affect refugees with refugee status and refugee ID's. Finding proper employment seems to be a mirage among foreigners. Some refugees and asylum seekers that have come with so many potentials and skills end up not utilizing them because of the issues surrounding their integration. Their statuses as either refugees/asylum seekers or work permit holders sometimes disqualifies them from getting suitable employment, they lose their jobs and others are not paid because of expired permits.

The difficulty of finding suitable employment among migrants is still alarming in South Africa, irrespective of their high education attainment and experience. The exclusion of migrants from the labor market is detrimental to economic development in South Africa. This fuels occupational exclusion and labour market inequality. Restrictions and exclusion have forced many migrants to explore other options. Several studies show that migrants have been very influential in the informal sector leading to job creations to the extent of employing South African nationals (Kalitanyi & Visser, 2010; Rugunanan & Smit, 2011; Tawodzera & Chikanda, 2016). Xenophobia in South Africa is mainly a product of stereotype rather than crime induced sentiment or that foreigners take up available job spaces (Hamilton & Bax, 2018). Equally, the negative sentiments are contrary to the Quarterly Labour Force Survey, which states that South Africans make up over 90% of employees in every sector (Department of Home Affairs, 2016). This means that foreigners' access to the labor market has no negative influence on nationals'

employability. Budlender and Hartman-Pickeril's (2014) study shows that foreigners are likely to be employed in private enterprises with (82%) and private households with (12%) where foreigners were primarily employed as domestic workers, gardeners or childcare workers, etc. This shows that foreigners are mostly employed in the private sector and take on low skilled jobs. Further evidence from the number of work permits issued to foreigners indicates that it is difficult for foreigners to enter the labour market (Budlender & Hartman-Pickeril, 2014). Foreigners continue to receive unfair treatments, exploitation, and discrimination in the labour market, such as the conditions for employment or application requirements, which excludes foreigners. Some employers consider foreigners as unworthy, desperate, and exploitable (Mangena, 2017). However, South Africa's White Paper on international migration attempts to address issues around inequality and foreign integration by emphasizing the need to capture the economic benefits from migration. Recently, some changes have been made in the policy to encourage the integration of skilled migrants into the labour market, but foreigners are still facing challenges in the labor market.

Healthcare

The constitution and the National Health Act of South Africa offer free primary health care for all who live in South Africa (Republic of South Africa, 1996). This is in line with the 2008 World Health Assembly resolution on migration calling member states, including South Africa to encourage equal access to health and care for migrants. However, the implementation of this is problematic and has led to migrants facing challenges accessing health services (Walls, Vearey, Modisenyane, Chetty-Makkan, Charalambous, Smith, & Hanefeld, 2016). Several authors argue that some of the reasons for this defect are the lack of a proper and coordinated strategy to ensure continuous access to treatment, limited health personnel, underpaid staff, highly stressed and overworked staff with a low level of job satisfaction (Crush & Tawodzere, 2013; Ingleby, 2012). Other factors influencing the ill-treatment towards foreigners include; differences in terms of diverse cultural beliefs and language, which makes it problematic for health experts to meet the needs of migrants. Additionally, inadequate institutional capability in terms of time and resources has made things more complicated in terms of rendering services to migrants. In addition, there is a clear contradiction as per interpretation between professional ethics that is supposed to protect the interests of patients and laws, which restricts the rights to providing

health care for migrants (Suphanchaimat, Kantamaturapoj, Putthasri, & Prakongsai, 2015). Crush and Tawodzera (2013) explain the scenario as medical xenophobia. According to them, South Africa's public health system is highly xenophobic despite its Constitution, the Bill of Rights and other international obligations and, the professional, ethical codes guiding the treatment of patients. Some health practitioners in South Africa seem to ignore migrants' legal status using different schemes to treat them unfairly. Even though all international laws and legal instruments theoretically protect human rights, migrants are still facing challenges accessing health services at different levels.

According to Ajai and Lazaridis (2013), laws and regulations in South Africa create an environment for such negative treatment of foreigners to continuously exist. Refugees and Asylum seekers are sometimes excluded from health and emergency care despite their entitlement to these services according to the law. Hospital administrators require up to date permits, proof of residence, and other requirements before they can attend to patients (Alfaro-Velcamp, 2017; Crush & Tawodzera, 2013). Circumstances and challenges around the renewal of permits have forced some foreigners to become undocumented, which automatically excludes them from accessing health service despite their conditions. According to Crush and Tawodzera's (2013) study, most South Africans (50%) think that migrant rights to services, including health care services, should be dependent on citizenship and legal status. 27% wanted these rights to be extended to refugees, and only 13% wanted these rights to be extended to undocumented migrants. Lack of clarity in the 1996 South African Constitution, which states "everyone has the right to have access to health care services," is problematic in interpretation for migrants, refugees and asylum seekers. Many have interpreted it in different ways, not knowing the extent to which foreigners can access health care and the conditions and circumstances under which health care should be provided to a foreigner. This misinterpretation has led to the continuous violation of migrants' rights. Liebling, Burks, Goodman, and Zasadaet (2014) argue that their treatment towards foreigners violates human dignity especially for refugees and asylum seekers who have fled from traumatic circumstances but are now further violated by doctors and hospital administrators who undermine them. They determine whom they attend to, who receives treatment, and to what extent. All these treatments hinder patients from receiving services they are entitled to.

Policy Options

In efforts to deal with real and perceived challenges, the South African government in 2014 instituted a stricter immigration policy to protect the interest of the nation since migration was seen as a threat to social and national identity (Department of Home Affairs, 2017). The Preamble of the Amendment Act (2011) claims that the recent changes in the policy were meant to control and manage migration and not to frustrate foreign nationals as perceived by immigrants (Department of Home Affairs, 2017). Hypothetically, some regulations in this policy appear to be problematic for some migrants leading to existing challenges around integration, access to documentation, accessing services in the bank, and labour market, among others. This has made it very difficult for migrants to get formal employment. However, research has established that migrants, especially refugees, face many barriers, for instance, accessing formal employment. Consequently, most of them have created opportunities for themselves in the informal sector (Rugunanan and Smit, 2011; Tawodzera & Chikanda, 2016). This, however, contradicts the relevance of public policies, which is supposed to protect, reflect the values, attitudes, and beliefs of society (Landau & Segatti, 2009). Despite its objective to build the economy and bring about economic transformation, the White Paper claims that there is a need to address the gap in the policy. Its inability to frame adequate structures to attract and retain international skilled migrants is alarming (White Paper, 2017). According to a study by Chingwete (2016) (54%) of primary and (53%) of secondary and tertiary education respondents said that South Africa's migration policy should be favourable to immigrants who can contribute to help the economy grow. Hammerstad (2012) adds that South Africa should rectify its current immigration approach. He explains that it is the only way, the country can achieve the best out of immigration, especially economic potentials and skills migrants bring with them. Hence, it is necessary to create better ways for legal immigration and access to work permits for migrants who can pay taxes and contribute freely to the development of the society without any fear of the host country (Hammerstad, 2012). However, there are some assumptions that migrants with permanent residence status are in a better position to benefit from the policy, but that might not be the case. This is because of the anti-immigrant feeling around the migration policy. As far as the prevalence of lack and high levels of inequity endure on the continent, South Africa will continue to attract immigrants.

According to the Human Development Report, South Africa can either take one of these two choices to deal with; the first one is to continue the usage of the law and order approach and unproductive policing which underwrites the high levels of xenophobia. Secondly, they can make use of a human rights approach that is more sensitive. This approach would take into consideration the diverse and innovative ways in which foreigners support the local economy. In this regard, the government has to muster the political courage to initiate policy reforms that guarantees basic rights for migrants; reduce the cost of migration; finding solutions that benefit both host countries and the migrants they receive; as well as mainstreaming migration into national development plans (Human Development Report, 2009). Foreigners' experiences in South Africa have given credibility to the opinion that human rights function at the rhetorical level signifying that there is the inability to transform these rights into actual practices. Hence, some critics have argued that the global interest in human rights symbolizes a new form of neo-colonial supremacy, explaining that it was therapy used to challenge inequality and to promote programs that would support greater social justice and more balanced development (Molyneux & Razavi, 2003). An efficient migration process could allocate labor from sectors with excess supply to others with deficiencies and can play a significant role in encouraging growth of the economy as well as a positive transformation on the continent. Besides permitting immigrants with a diverse skill set to take opportunities that are available in the labor-market space, could also support the alleviation of unemployment for the bulging youth population. Furthermore, this efficient management will nurture social inclusion. This will guarantee that women, most of whom are involved in low-skilled work, can earn wages that will reduce their poverty burden and increase their livelihoods.

On the other hand, pursuing sustainable economic development within the continent would generate enough labor demand for migrants. Focusing on growing labour-intensive sectors in the system such as services and agriculture can create considerable employment trajectories out of poverty. This is because of the strong absorptive capabilities of the sectors for low-skilled migrant workers. Nonetheless, there are prospects for growth in the construction sector because of the increasing requests for the provision of further housing and other amenities. Increased requests from this sector possibly will create job opportunities for both highly skilled and semi-skilled immigrants; Demand in the service subsectors likewise could create employments for semi-skilled persons. Secondary-level education or vocational training at post-

secondary levels will to some extent break the relatively high barriers of entry into the sector.

Summary

Skilled migrants are human capital that can be very instrumental in developing host societies. Integrating skilled migrants has more advantages than disadvantages. According to The International Conference on Population and Development (ICPD), migration is an essential part of global development. Although the Department of Home Affairs has made proposals for an integration policy as outlined in the Green and White Paper on International Migration, it does not in any way reveal a holistic approach to integration (Hamilton & Bax, 2018). This is because integration is not only a legal issue but also an economic, social, and cultural process. However, it appears as if the socio-economic contributions of migrants towards social and economic development are still underestimated in South Africa. There are still speculations on the effects of the immigration policy on foreigners and the perception that migration can be an unfavourable phenomenon for host countries' economies. Available statistics indicate that the South African government has spent so much money to train some migrants (via grants and other support mechanisms). In most cases, these migrants are equipped with scarce skills needed in the economy. Therefore, not taking advantage of their human capital will be a loss to South Africa and the African continent in general. Both host nation and migrant countries will significantly benefit, if accurate policies are in place to encourage dialogue. Hence, institutional policies between migrant's home country and the host are very vital in determining the flows, conditions, and consequences of international migration (United Nations, 1995).

Recommendations

South Africa requires a detailed plan of action and legislation, as well as provisions to disallow direct and indirect discrimination based on actual or presumed nationality or national origin (as well as other grounds). This legislation would also guarantee effective legal, managerial, and other remedies for non-South African citizens. Further, improving a nationwide inter-agency consultative apparatus to enable coordination and articulate action among all ministries and agencies of government would support the reduction of negative sentiments and stereotyped xenophobia, leading to the crime against foreigners. Such apparatus

should also include representatives from social networks, employers of labor, and concerned NGOs. This will guarantee synchronization amongst all actors nationally. The presence of observers from relevant international organizations may well strengthen coordination. Designing a national strategy and plan of action focused on migration, and social integration, with specific designation of tasks for the implementation of its component aspects as applicable to government entities, employers, trade unions and other organizations would be a solid post for curbing xenophobia. This will encourage respect for diversity and multiculturalism, combating negative stereotypes and disinformation regarding foreigners. However, it is vital also for natives to receive proper education about migrants and their settlement in their communities. This will go a long way to prepare them to host migrants and strengthen their relationships and will help to facilitate migrants' integration. In addition, it is important to encourage activities that promote and encourage problem-solving dialogues between natives and foreigners to address problems they face in their communities (Hamilton & Bax, 2018). Ekanade and Molapo (2017) suggest that the department of home affairs should develop guidelines that would improve the goals of regional integration, particularly when people are running away from human security threats in their home countries. This will further establish the virtues of South Africa as a democratic state that can even extend humanitarian support to neighbouring countries. Furthermore, governmental will or the absence of it is a major determinant that can make the difference in the fight against discrimination and chauvinism or the continued exposure of its effects on immigrants. If the 21st century is to avoid echoing most of the errors of the past, then the privileges and self-esteem of all migrants and refugees must be respected. Our policy suggestions in this article are far from being all-inclusive. However, it is hoped that further thought, reflection, and definitive action would change the dynamics for the better.

References

- Adjai, C. Y. (2010). *The halo slips? Xenophobia and its consequences in the new South Africa*. Unpublished Masters Dissertation, Department of Politics and International Relations, University of Leicester.
- Adjai, C., & Lazaridis, G. (2013). Migration, xenophobia, and new racism in post-apartheid South Africa. *International Journal of Social Science Studies*, 1(1), 192–205.

- Alfaro-Velcamp, T. (2017). Don't send your sick here to be treated, our own people need it more: Immigrants' access to healthcare in South Africa. *International Journal of Migration, Health, and Social Care*, 13(1): 53-68.
- Amit, R., & Kriger, N. (2014). Making migrants' illegible: The policies and practices of documentation in post-apartheid South Africa. *Kronos*, 40(1), 269-290.
- Bisrat, W. K. (2014). *International Migration and its Socioeconomic impact on Migrant Sending Households Evidence from Irob Woreda, Eastern Zone of Tigray*. Regional State College of Business and Economics, Mekelle University, Ethiopia.
- Boynton, E. W. (2015). *Protectionism and national migration policy in South Africa*. Published Masters Dissertation. Department of International Relations, University of Cape Town.
- Budlender, D., & Hartman-Pickerill, B. (2014). *Migration and employment in South Africa: Statistical analysis of the migration module in the Quarterly Labour Force Survey, third quarter of 2012*. African Centre for Migration and Society, University of the Witwatersrand.
- Buqa, W. (2016). *Ubuntu values in an emerging multi-racial community: a narrative reflection*. Published Doctoral Dissertation. In Practical Theology, University of Pretoria.
- Burns, J., Hull, G., Lefko-Everett, K., & Njozela, L. (2018). Defining social cohesion. *Working Paper Series, No. 216*. Southern Africa Labour and Development Research Unit, University of Cape Town. https://opensaldru.uct.ac.za/bitstream/handle/11090/903/2018_216_Saldrup.pdf?sequence=1. Accessed 2019/01/01.
- Chingwete, A. (2015). South Africans disapprove of government's performance on unemployment, housing, and crime. *Afro Barometer, No. 64*. The Institute for Justice and Reconciliation, South Africa. http://C:/Users/user/Downloads/ab_r6_dispatchno64_south_africa_government_performance_24112015.pdf. Accessed 2019/01/01.
- Chingwete, A. (2016). Immigration Remains a Challenge for South Africa's Government and Citizens. *Afro Barometer, No. 72*. The Institute for Justice and Reconciliation, South Africa.
- Crush, J., & Dodson, B. (2007). Another Lost Decade: The Failures of South Africa's post-apartheid Migration Policy. *Tijdschrift voor Economische en Sociale Geografie*, 98(4), 436-454.
- Crush, J., & Frayne, B. (2010). *Surviving on the Move: An Introduction. Surviving on the Move: Migration, Poverty, and Development in Southern*

- Africa*. Ed. Crush, J., & Frayne, B. Cape Town, South Africa: African Books Collective.
- Crush, J., & Tawodzera, G. (2013). Medical Xenophobia and Zimbabwean migrant access to public health services in South Africa. *Journal of Ethnic and Migration Studies*, 40(4), 655-70.
- Crush, J., Williams, V., & Peberdy, S. (2005). *Migration in Southern Africa. Policy analysis and research programme of the Global Commission on International Migration*. Wits University, University of Cape Town, & Queens University, Institute for Democracy in South Africa. https://www.iom.int/jahia/webdav/site/myjahiasite/shared/shared/mainsite/policy_and_research/gcim/rs/RS7.pdf. Accessed 2019/01/01.
- David, A., Guilbert, N., Leibbrandt, M., Potgieter, E., & Hino, H. (2018). Social cohesion and inequality in South Africa. *Working Paper Series, No. 3*. Institute for Justice and Reconciliation: Reconciliation & Development Series. https://C:/Users/user/Downloads/IJR_WP3-Social-cohesion-08.pdf. Accessed 2019/01/01.
- Davis, R. (2017). *Analysis: How South Africa's violent notion of masculinity harms us all*. <https://www.dailymaverick.co.za/article/2017-05-10-analysis-how-south-africas-violent-notion-of-masculinity-harms-us-all/>. Accessed 2019/01/01.
- Department of Home Affairs. (2016). *Green Paper on International Immigration in South Africa*. http://www.dha.gov.za/files/GreenPaper_on_InternationalMigration%2022062016.pdf. Accessed 2019/01/01.
- Department of Home Affairs. (2017). *White Paper on International Migration*. <http://www.dha.gov.za/WhitePaperonInternationalMigration-20170602.pdf>. Accessed 2019/01/01.
- Ekanade, I. K., & Molapo, R. R. (2017). The Socio-economic Challenges Facing the Integration of Foreign Nationals in South Africa. *Journal of Social Sciences*, 50(1-3), 51-61.
- Forley, C. (2018). *The problem of xenophobia in South Africa: How Attitudes and Migration Policy can fuel Hostility*. <https://capechameleon.co.za/the-problem-of-xenophobia-in-south-africa/>. Accessed 2019/01/01.
- Gebre, L. T., Maharaj, P., & Pillay, N. K. (2011). The experiences of immigrants in South Africa: A case study of Ethiopians in Durban, South Africa. *Urban Forum*, 22(1), 23 -35.
- Hamilton, L., & Bax, D. (2018). *Addressing Social Cohesion and Xenophobia in South Africa' Policy Brief, No. 2, South Africa*. <https://www.saferspaces>.

- org.za/uploads/files/ALPS_-_social_cohesion_and_xenophobia.pdf. Accessed 2019/01/01.
- Hammerstad, A. (2012). Making the Best out of Immigration. *Afro Barometer*, No. 72. The Institute of Justice and Reconciliation, South Africa. http://www.ijr.org.za/home/wp_content/uploads/2017/12/IJR-Barometer-Report-2017-web.pdf. Accessed 2019/01/01.
- Human Development Report. (2009). *Overcoming barriers: Human mobility and development*. http://hdr.undp.org/sites/default/files/reports/269/hdr_2009_en_complete.pdf. Accessed 2019/01/01.
- ILO, IOM, & OHCHR. (2001). *International Migration, Racism, Discrimination and Xenophobia*. <https://www.refworld.org/pdfid/49353b4d2.pdf>. Accessed 2019/01/01.
- Ingleby, D. (2012). Ethnicity, Migration, and the Social Determinants of Health agenda. *Psychological Intervention*, 21(3), 331– 41.
- International Organisation for Migration. (2013). *Economic in South Africa: Gender and Development*. https://publications.iom.int/system/files/pdf/wmr2013_en.pdf. Accessed 2019/01/01.
- Kalitanyi, V., & Visser, K. (2010). African immigrants in South Africa: Job takers or job creators? *South African Journal of Economic and Management Sciences*, 13(4), 376-390.
- Kavuro, C. (2015). Refugees and asylum seekers: Barriers to accessing South Africa's labour market. *Law, Democracy, & Development*, 19(1), 232-260.
- Landau, L. B., & Segatti, A. W. K. (2009). Human development impacts of migration: South Africa case study. *Munich Personal RePEc Archive Discussion Paper*, No. 19182. Forced Migration Programme at the University of Witwatersrand. Available at: https://mpira.ub.uni-muenchen.de/19182/1/MPRA_paper_19182.pdf. Accessed 2019/01/01.
- Liebling, H., Burke, S., Goodman, S., & Zasada, D. (2014). Understanding the experiences of asylum seekers. *International Journal of Migration, Health, and Social Care*, 10(4), 207-219.
- Mangena, C., & Warria, A. (2017). The challenges experienced by Zimbabwean social workers practicing in Gauteng townships. *Social Work*, 53(2), 250-265.
- Mbetga, M. D. (2014). *Xenophobia and the media: an investigation into the textual representation of black 'foreigners' in the daily sun, a South Africa tabloid*. Unpublished Master Dissertation. Department of Sociology, University of the Western Cape.

- Merler, K. (2016). *European Macroeconomics & Governance*. <http://bruegel.org/2017/01/the-economic-effects-of-migration/>. Accessed 2019/01/01.
- Molyneux, M., & Razavi, S. (2003). *Gender Justice, Development, and Rights, Democracy, Governance and Human Rights, Programme Paper No, 10*. United Nations Research Institute for Social Development.
- Möser, R. E. (2016). South African Migration Policies and Xenophobia after the Cold War: the Rising Anti-Foreigner Sentiment and Apartheid's Inherited Policy Framework, 1994-2008. *Global Histories: A Student Journal*, 2(1), 2-16.
- OECD. (2013). *Migration Policy Debate*. <https://www.oecd.org/migration/OECD%20Migration%20Policy%20Debates%20Numero%202.pdf>. Accessed 2019/01/01.
- Palmay, I. (2015). Reflections on social cohesion in contemporary South Africa. *Psychology in Society*, (49), 62-69.
- Rasool, F., Botha, C., & Bisschoff, C. (2012). The effectiveness of South Africa's immigration policy for addressing skills shortages. *Managing Global Transition*, 10(4), 399-418.
- Rugunanan, P., & Smit, R. (2011). Seeking Refuge in South Africa: Challenges facing a group of Congolese and Burundian refugees. *Development Southern Africa*, 28(5), 705-718.
- Sayed, Y., Badroodien, A., McDonald, Z., Salmon, T., Balie, L., De Kock, T., & Garisch, C. (2015). *Teachers and youth as agents of social cohesion in South Africa*. Cape Town, South Africa: Centre For International Teacher Education.
- Schippers, C. S. (2015). *Attitudes towards foreigners in South Africa: A longitudinal study*. Unpublished Doctoral Dissertation. Faculty of Arts and Social Science, Stellenbosch University.
- Segatti, A. (2011). *Reforming South African Immigration Policy in the Post-Apartheid Period (1990–2010)*. <https://www.migration.org.za/wp-content/uploads/2017/08/Migration-in-Postapartheid-South-Africa-Challenges-and-Questions-to-Policy-Makers.pdf#page=55>. Accessed 2019/01/01.
- Shea, L. (2009). *Professional migrants in Cape Town: Identity, culture, and community*. Unpublished Doctoral Dissertation. Department of Anthropology, University of South Africa.
- Suphanchaimat, R., Kantamaturapoj, K., Putthasri, W., & Prakongsai, P. (2015). Challenges in the provision of healthcare services for migrants: a systematic review through providers lens. *BMC health services research*, 15(1), 390.

- Tawodzera, G., & Chikanda, A. (2016). International Migrants and Refugees in Cape Town's Informal Economy. *Southern Africa Migration Programme Series Paper, No 70*. University of Limpopo, Kansas, Balsillie School of International Affairs. https://scholars.wlu.ca/cgi/viewcontent.cgi?referer=https://scholar.google.co.za/&https_redir=1&article=1026&context=samp. Accessed 2019/01/01.
- The Republic of South Africa. (1996). The Constitution of the Republic of South Africa. <https://www.gov.za/sites/default/files/images/a108-96.pdf>. Accessed 2019/01/01.
- United Nations. (1995). *ICPD and the MDGs: Working as One', ICPD and the MDGs: Working as One*. https://www.un.org/en/development/desa/population/events/pdf/expert/7/14_UNFPA.pdf. Accessed 2019/01/01.
- United Nations. (2015). *International Migration Report*. https://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2015_Highlights.pdf. Accessed 2019/01/01.
- United Nations. (2017). *International Migration Report*. https://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf. Accessed 2019/01/01.
- Walls, H. L., Vearey, J., Modisenyane, M., Chetty-Makkan, C. M., Charalambous, S., Smith, R. D., & Hanefeld, J. (2016). Understanding healthcare and population mobility in southern Africa: The case of South Africa. *South African Medical Journal*, 106(1), 14-15.

Reproduced with permission of copyright owner.
Further reproduction prohibited without permission.